



THE SECRETARY OF THE AIR FORCE
CHIEF OF STAFF, UNITED STATES AIR FORCE
WASHINGTON DC



26 OCT 2005

MEMORANDUM FOR DEPARTMENT OF THE AIR FORCE CIVILIAN EMPLOYEES

SUBJECT: National Security Personnel System

We are pleased to join with Secretary England in announcing the publication of the National Security Personnel System (NSPS) regulation and the imminent implementation of the program across Air Force.

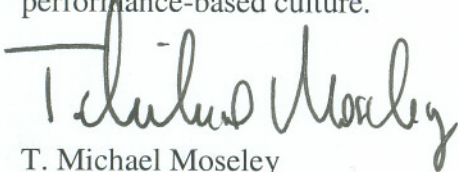
NSPS represents a historic milestone in Federal civilian personnel management. Created with input from hundreds of Department of Defense employees, managers, supervisors, labor representatives and other key stakeholders, NSPS introduces performance-based pay with emphasis on rewarding excellence. It simplifies and streamlines hiring and staffing applications. It replaces narrow grade levels with broad pay bands that allow managers to assign work as needed and employees to explore enhanced career opportunities. In purpose and design, NSPS represents a unique opportunity to attract, retain, reward, and grow a civilian workforce to meet the mission of the Air Force.

While NSPS brings positive changes to our work life, we want one message to ring out loud and clear: no employee will lose money when entering NSPS and no jobs will be lost due to the implementation of NSPS.

NSPS will not affect merit principles, change prohibited personnel procedures or eliminate veteran's preference. It does not prevent collective bargaining. NSPS is not about taking away but adding in new flexibilities and capabilities to manage our human capital and we are convinced it will be the foundation for higher performing organizations and increased job satisfaction.

The months ahead will be busy as we implement NSPS. You will be offered training that will explain the fundamentals of the system and introduce you to new vocabulary; take advantage of the opportunity to ask questions and make sure you understand the changes. You will also be asked to look at the job you do and identify ways you can work smarter and more efficiently; spend some time considering the mission and goals of your organization and how you can better contribute to them.

NSPS was developed to bring out the best in our workforce today as we face the challenges of tomorrow. We ask every supervisor, manager and employee to join with us in embracing the challenge of implementing this new system. Together, we can work to make the transition to NSPS successful and transform our Air Force into a result-oriented employer with a performance-based culture.



T. Michael Moseley
General, USAF
Chief of Staff



Pete Geren
Acting Secretary of the Air Force

Attachment:
Memo From Secretary England